

01-2472

FLORIDA COMMISSION ON HUMAN RIGHTS

325 John Knox Road, Suite 240, Building F
Tallahassee, Florida 32303

FILED
JUN 25 1999
1:22 PM
COMMISSION OF
ADMINISTRATIVE
HEARINGS

CHARGE OF DISCRIMINATION

FCHR No. 99-01387

Name (Indicate Mr., Ms., or Mrs. etc.)

Mr. Michael G. Harris

Social Security# 267-71-0801

Telephone # Home: (904) 719-9938

Street Address:
PO Box 1624

Work # (if possible to call you there):
(904) 755-3379

City, State, and Zip Code
Lake City, FL 32055

List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.

<u>Corrections Corporation of America</u>	<u>Approximately 160</u>		
<u>Name</u>	<u>No. of employees</u>		
<u>Route 7, Box 1000</u>	<u>Lake City,</u>	<u>FL</u>	<u>32055</u>
<u>Street Address</u>	<u>City</u>	<u>State</u>	<u>Zip Code</u>
<u>(904) 755-3379</u>	<u>Columbia</u>		
<u>Telephone Number</u>	<u>County</u>		

20 SEP 20 11 06 AM '99

Cause of Discrimination Based on:

Date Most Recent or Continuing Discrimination Took Place:

- Race (Black) Color Religion
- Age National Origin
- Marital Status Retaliation
- Sex Disability

August 5, 1999

Personal Harm:

My name was deleted from the training schedule once and if I did not bring it to my supervisor's attention, I would have missed my mandatory training. I did not receive salary increases. I was given poor evaluations. I recently had to go to the doctor because of stress after the harassment and the doctor noted that I had high blood pressure that day and ordered me to take approximately 3 weeks off. As a result of the harassment, I had to use most of my sick leave.

Reason for Adverse Action:

Employer gave me poor reviews stating that I had bad grammar and that I was too rigid. I was not given any other reasons for the poor review ratings, write ups or lack of training opportunities.

Discriminatory Statement(s):

I feel that I have been discriminated against because I am black. I have been threatened with termination after I filed grievances. My grievance response was not received within 10 days as policy states. I was written up for something that is common practice in the workplace in retaliation for filing grievances. I was written up for missing one day from work when a white shift supervisor missed more than ten days when he was scheduled to work. I have been threatened with write-ups after I missed a mandatory meeting while on an approved personal leave day. I am talked down to and feel humiliated from the unequal treatment by my supervisors and in the presence of my subordinates. I have been harassed to the point that I fear dismissal and feel that my high blood pressure comes from continuous harassment from my supervisors.

SW

P610F2

Relief Requested:

My employers should receive more diversity, interpersonal skills and supervisory training. I request corrections to my past disciplinary reports to that of my white counterparts who have equal violations. I request that my salary be equal to that of Scott Everett, white supervisor, or more based on my years of experience. I request that my previous evaluations be purged to reflect my actual work performance.

NOTARIZED SIGNATURE

X [Signature]
Lizzie J. Miles
(Witnesses)

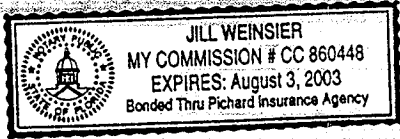
X Michael Harris
(Complainant)
X SEPTEMBER 8, 1999
(Date)

**STATE OF FLORIDA
COUNTY OF ALACHUA**

BEFORE ME, the undersigned authority, personally appeared MICHAEL GLENN HARRIS to me well known (or who produced FL. DRIVER LIC. as identification), and s/he acknowledged before me that s/he is the person who signed the above and foregoing complaint.

WITNESS my hand and seal of my office, at GAINESVILLE

ALACHUA County, Florida, this 8 day of SEPTEMBER, A.D. 1999



X [Signature]
Notary Public, State at Large
My commission expires 8/3/03